

DRAFT: IU Libraries Strategic Plan| 2030

(With possible implementation phases)

Research & Creativity

IU Libraries will be an integral partner in the pursuit of groundbreaking research and creativity.

OBJECTIVE 1: Advance and contribute to the coordination of research data services, support, and infrastructure.

STRATEGIES: (all strategies concurrent in **Phase 1**)

1. Develop Libraries research support infrastructure and services to facilitate the discovery, access, management, and preservation of research data.
2. Improve access to and expand integration of research data methods and tools.
3. Examine and increase capacity to support emerging research methods.

OBJECTIVE 2: Expand support for researchers in managing, communicating, and measuring the impact of their scholarship.

STRATEGIES:

1. Develop relationships with those who support graduate and faculty research initiatives. (**Phase 1**)
2. Develop processes to provide publication data and create scalable workflows to support research impact services. (**Phase 2**)
3. Communicate the needs and value of research information management systems (RIMS).

OBJECTIVE 3: Advance equitable, sustainable, and inclusive practices for disseminating research and creating openly accessible scholarship.

STRATEGIES:

1. Communicate the advantages and practices of open access to authors, researchers, and creators.
2. Develop and adopt sustainable, open infrastructure and platforms for publishing and the dissemination of research and creative output. (**Phase 1**)
3. Establish and implement a sustainable and coherent program that supports open creation, publication, and dissemination of research and creative products. (**Phase 1**)

OBJECTIVE 4: Strengthen IU Libraries role as a partner in supporting and contributing to external research funding.

STRATEGIES:

1. Determine Libraries capabilities in supporting campus external grant proposals and awards. (**Phase 1**)
2. Establish the Libraries model of support in preproposal and grant consideration stages. (**Phase 2**)

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Student Experience

IU Libraries will equip students for academic success and lifelong learning, and actively contribute to an exceptional student experience.

OBJECTIVE 1: Ensure the availability of welcoming and inclusive learning environments and services. ^o*Connections to Diversity Strategic Plan Category 1*

STRATEGIES:

1. Evaluate and reduce barriers to accessing digital and physical spaces, services, and learning resources. **(Phase 2)**
2. Evaluate physical spaces and ensure that they support student discovery, scholarship, and learning. **(Phase 1)**

OBJECTIVE 2: Maximize opportunities for students to develop the literacies needed to navigate an increasingly complex information landscape.

STRATEGIES:

1. Expand discipline-specific information literacy integration through strategically focused, and scaled, multi-tiered approaches.
2. Systematically coordinate the implementation of asynchronous instructional materials to maximize impact and reduce redundancy. **(Phase 2)**
3. Promote information literacy as a set of practical, transferable skills needed for post-graduate employment and lifelong learning.
4. Develop course- and curriculum-level partnerships that will generate sustainable models of information literacy integration. **(Phase 1)**

OBJECTIVE 3: Facilitate the adoption and use of openly accessible scholarly and educational resources.

STRATEGIES:

1. Promote open educational resources (OER) and affordable course materials integrations and their impact on students across campus.
2. Identify funding resources to sustainably support open and affordable course materials' initiatives.
3. Promote course material options to instructors where OER or affordable content can have the most impact on student success. **(Phase 2)**
4. Expand the quantity of free and affordable scholarly content available for research, teaching, and learning. **(Phase 1)**

OBJECTIVE 4: Expand services and opportunities for student engagement in research and creative experiences.

STRATEGIES:

1. Leverage Libraries-sponsored research awards to highlight and promote the Libraries contributions to undergraduate research.
2. Expand engagement with undergraduate research focused programs.
3. Grow availability of individualized or tailored research support services for students. **(Phase 1)**
4. Establish support for and integrate with new and emerging graduate and professional programs and degrees. **(Phase 2)**

OBJECTIVE 5: Provide experiential learning opportunities for students to obtain transferable skills.

STRATEGIES:

1. Develop and enhance experiences for students and student workers that emphasize career readiness and transferable skills. **(Phase 2)**
2. Provide professional and career development for graduate student workers pursuing relevant careers in libraries, archives, and cultural heritage institutions.
3. Develop collaborative and philanthropic support to fund experiential learning experiences for student employees. **(Phase 1)**
4. Partner with graduate student-focused campus units to provide tools and learning experiences for graduate students to build and apply their research skills.

Organizational Development and Culture

IU Libraries will be an inclusive and equitable work environment with a culture of care and trust.

OBJECTIVE 1: Enhance hiring processes and retention practices that foster a diverse and inclusive environment. °Connections to Diversity Strategic Plan Category 2

STRATEGIES:

1. Examine the full scope of Libraries' recruiting and hiring practices for faculty and staff positions.
2. Develop a recruitment and hiring plan specifically for library workers from marginalized communities. **(Phase 2)**
3. Create and implement a method to gather feedback from candidates on the hiring process.
4. Develop and model an equitable compensation plan for retaining employees. **(Phase 1)**
5. Establish a comprehensive onboarding process. **(Phase 1)**

OBJECTIVE 2: Expand opportunities for leaders to engage in intentional and inclusive leadership. °Connections to Diversity Strategic Plan Category 5

STRATEGIES:

1. Establish standardized practices for all supervisory and managerial positions. **(Phase 1)**
2. Create leadership pathways, mentoring, and development opportunities for all employees.
3. Develop a community of practice for managers and supervisors to support communication, skill-sharing, and development. **(Phase 1)**

OBJECTIVE 3: Strengthen investments in organizational learning and employee development opportunities that address emerging and evolving needs. °Connections to Diversity Strategic Plan Category 1

STRATEGIES:

1. Evaluate and monitor the organizational climate, training needs, and initiatives that support diversity, equity, inclusion, and accessibility efforts. **(Phase 1)**
2. Investigate preferences and options for a staff mentoring program.
3. Support all employees in their career path and progression toward promotion opportunities. **(Phase 2)**

World-Class Collections

IU Libraries will provide and preserve world-class collections that are inclusive, sustainable, easy to discover, and usable.

OBJECTIVE 1: Extend diversity, equity, inclusion, and accessibility practices and policies into all collections work. ^o *Connections to Diversity Strategic Plan Category 4*

STRATEGIES:

1. Develop world-class collections amplifying voices traditionally underrepresented in library collections.
2. Establish the visibility of existing IU Libraries' collections documenting and/or elevating underrepresented voices. **(Phase 1)**
3. Prioritize the description and cataloging of collections documenting and/or elevating underrepresented voices. **(Phase 2)**
4. Prioritize the reparative description of IU Libraries' materials.
5. Improve accessibility of digital content and collections in all formats, in line with university and federal practices and requirements. **(Phase 2)**

OBJECTIVE 2: Maximize capacity for sustainable collection development and management.

STRATEGIES:

1. Implement BIG Collection mile markers for IU. **(Phase 1)**
2. Establish priorities to ensure that long-term conservation and preservation needs are being met for IU Libraries' materials.
3. Lead establishment of a formal digital preservation service for both digitized and born digital content. **(Phase 2)**
4. Increase open access to resources and facilitate an equitable scholarly environment.

OBJECTIVE 3: Improve discoverability across all collections.

STRATEGIES:

1. Expand Libraries search platforms (website, IUCAT) to increase discoverability of sources and formats, including special and archival collections, digital repository content, and the BIG and shared collections. **(Phase 1)**
2. Establish guidelines and develop priorities for the description and cataloging of materials that better enable discovery. **(Phase 1)**
3. Improve search engine optimization for IU Libraries collections and websites.
4. Identify opportunities to elevate and raise the visibility of IU Libraries' collections at the campus, community, and state levels and beyond.
5. Create web-based tools that allow researchers to discover available data sets.

OBJECTIVE 4: Expand access to the library's distinctive and special collections.

STRATEGIES:

1. Develop policies and workflows to govern acquisition and stewardship of special collection materials in all formats outside of traditional special collection units. (**Phase 1**)
2. Compile inventory of collection backlogs and prioritize collections for processing in alignment with DEI (Diversity, Equity, and Inclusion) goals. (**Phase 2**)
3. Identify and evaluate opportunities to apply artificial intelligence and machine learning processes and tools to accelerate review and processing of collections.

OBJECTIVE 5: Grow digital collections and integrate these into teaching, learning, and research workflows.

STRATEGIES:

1. Coordinate shared workflows, standards, infrastructure, and staffing for digitization initiatives. (**Phase 1**)
2. Optimize digital collections for use in online research and teaching environments (such as annotation tools, computational analysis tools, and learning management systems).
3. Develop tools and expertise for efficiently triaging and accessioning born digital collections. (**Phase 2**)
4. Prioritize open standards and invest in open source solutions for managing digital content where appropriate.